# Aviation Career Incentive Pay

## 22 April 2004

# Aviation Career Incentive Pay (ACIP) "Flight Pay"

- ACIP, commonly referred to as "Flight Pay", began as "Hazardous Duty Pay" and changed in 1974 to "Career Incentive Pay" **US Code, Title 37, Sect 301a**
- ACIP begins at an officer's Aviation Service Entry Date (ASED) – start of actual flight training and ends at 25 Years of Aviation Service (24yr 11mo 30dy).
- Graduated pay scale up through 22 years then declines annually and stops at 25 years.
- MCTFS software has been revised to reflect proper end date – <u>NOT = 25yr 11mo 30dy</u>.

# ACIP Table

| Years Aviation Service | Monthly Rate |
|---|---|
| 2 or less | $125 |
| Over 2 | $156 |
| Over 3 | $188 |
| Over 4 | $206 |
| Over 6 | $650 |
| Over 14 | $840 |
| Over 22 | $585 |
| Over 23 | $495 |
| Over 24 | $385 |
| Over 25 | $250 |

**Flag Officers < 25YAS rate Officer Crewmember Fly Pay = $200 (O-7) and $206 (O-8+). Flag Officers > 25 YAS in DIFOP may be entitled to HDIP (DoD, FMR)**

# Flight Gates

- Flight Gates are based on operational flight time and years of aviation service (YAS)
- Gate 1 = 8/12 – continuous ACIP to 18 YAS
- Gate 2
  - **Low = 10/18 – continuous ACIP to 22 YAS**
  - **High = 12/18 – continuous ACIP to 25 YAS**
- Failure to meet a Gate results in “conditional” ACIP
  - **Must be in a DIFOP assignment to receive ACIP**
- Gate OpFly time requirements may be waived.

# Flight Gates

Gate waiver criteria:

- **Requires SECNAV approval**
- **Minimum of 6 years operational flight time (DIFOP)**
- **Served in one of the following assignments:**
  - **Joint Duty**
  - **JPME**
  - **Naval Post Graduate School & Utilization tour**
  - **Washington DC area tour**
  - **Recruiting**
  - **Aide de Camp**
  - **Disassociated sea tours**